

*Council on  
Black Minnesotans*

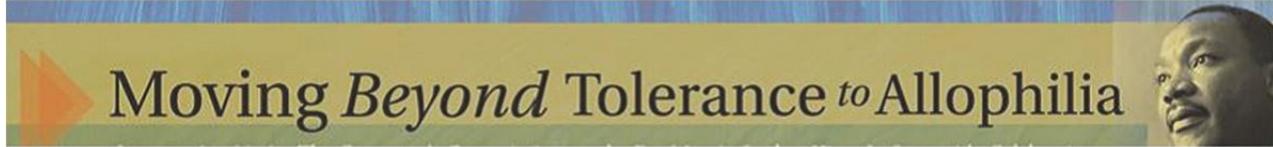
<http://mn.gov/cobm/>

**MINNESOTA STATUTE  
3.9225 SUBDIVISION 7  
ANNUAL REPORT  
NOVEMBER 15, 2013**

1st National Bank Building,  
332 Minnesota Street, Suite E1240

St. Paul MN 55101

Phone: 651-757-1750 | Email: [cobm@state.mn.us](mailto:cobm@state.mn.us)  
Website: <http://mn.gov/cobm/>



# Moving *Beyond* Tolerance *to* Allophilic

## Contents

Council on Black Minnesotans Members and Staff	3
Council on Black Minnesotans Overview	4
About Minnesotans of African descent	5
Minnesota African Descendants Capital Contributions	9
Council Operations and Policy Board Structure	10
Council Administrative Operations	11
Executive Director Comments	12
COBM Fiscal Year 13 and 14 Activities	14
Organization Operations Assessment Activities	14
Community Outreach and Action - Annual Goals	14
Governance Operations - Annual Goals	14
Administration - Annual Goals	15
Overview	15
Approach	17
Organization Operations Outcomes	17
Community Outreach and Action Outcomes	18
Governance Operations Outcomes	21
Administration Outcomes	21
Minnesota Statute 3.9225 Outcomes	23
<i>Legislative Mandate:</i> Advise the governor and the legislature on the nature of the issues confronting Black people in this state.	23
<i>Legislative Mandate:</i> Advise the governor and the legislature on statutes or rules	28
COBM 2013 Human Rights Bills	28
COBM 2013 African Heritage Arts and Culture Bill	29
COBM 2013 Criminal Justice Bills	29
COBM 2013 Healthcare Bills	30
COBM 2013 Full Employment Bill	30
COBM's 2013 Education Bills	31
<i>Legislative Mandate:</i> Serve as a referral agency to assist Black people to secure access to state agencies	31
<i>Legislative Mandate:</i> Perform or contract for the performance of studies	32
<i>Legislative Mandate:</i> Publicize the accomplishments of Black people	32
<i>Legislative Mandate:</i> Implement programs designed to solve problems of Black people	33
<i>Legislative Mandate:</i> Review data provided by the commissioner of human services	34
<i>Legislative Mandate:</i> Review of grant applications	36
<i>Legislative Mandate:</i> The council contract in its own name	38
Council on Black Minnesotans Power of Unity 2013 Cultural Relations Summit	38
APPENDICES	39
The appendix documents can be found at <a href="http://mn.gov/cobm/">http://mn.gov/cobm/</a>	39
COBM Financial Report	40
Minnesota Statutes -3.9225 Council on Black Minnesotans	41

# Moving Beyond Tolerance *to* Allophilic

## Council on Black Minnesotans Members and Staff

### PUBLIC MEMBERS

Ayderus Ali,  
*East African Representative*  
Term Expires: 01/06/2014

Donavan Bailey, *Secretary*  
*Rochester, MN*  
Term Expires: 01/06/2014

Sina Black  
Term Expires: 01/04/2016

Benjamin Mchie  
Term Expires: 01/07/2017

Jeanne Cooper  
Term Expires: 01/05/2015

Corey Day  
Term Expires: 01/04/2016

Patwin Lawrence, *Chair*  
Term Expires: 01/05/2015

Fatima Tanni Lawson, Ph.D.  
*Vice Chair, West African Representative*  
Term Ends: 01/04/2016

Nakiesha (Nicque) M. Schaff  
Term Expires: 01/05/2015

Kimberly Spates  
Term Expires: 01/05/2015

Adrece Thighman-Nabe  
*St. Cloud, MN*  
Term Expires: 01/05/2015

Darryl Scarborough,  
*Treasurer*  
Term Expires: 01/05/2017

Choul Yat  
*Mankato, MN*  
Term Expires: 01/05/2017

### STAFF

Edward McDonald, MPA  
Executive Director  
651-757-1751  
[edward.mcdonald@state.mn.us](mailto:edward.mcdonald@state.mn.us)

Mohamed H. Mohamed  
Assistant Director  
651-757-1753  
[Mohamed.H.Mohamed@state.mn.us](mailto:Mohamed.H.Mohamed@state.mn.us)

Yende Anderson, JD  
Community Services Program Specialist  
651- 757-1754  
[Yende.Anderson@state.mn.us](mailto:Yende.Anderson@state.mn.us)

Angela Williams  
Community Services Program Specialist  
651- 757-1752  
[Angela.Williams@state.mn.us](mailto:Angela.Williams@state.mn.us)

### LEGISLATIVE MEMBERS

Senator Foung Hawj (DFL)

Representative Joe Mullery (DFL)

Representative Rena Moran (DFL)

# Moving *Beyond* Tolerance *to* Allophilic

## Council on Black Minnesotans Overview

The Minnesota Legislature created the Council on Black Minnesotans (Council) in 1980 to ensure that people of African heritage fully and effectively participate in and equitably benefit from the political, social, and economic resources, policies and procedures of the State of Minnesota. The duties of the Council are specifically set forth in Minnesota Statute 3.9225; the statute is included in the Appendix to this report. Generally, the Council is charged with the responsibility of:

- Advising the Governor and the Legislature on issues confronting Black people;
- Advising the Governor and the Legislature on statutes, rules and revisions to programs to ensure that Black people have access to benefits and services provided to people in Minnesota;
- Serving as a conduit to state government and agencies to Black people in the state;
- Serving as a liaison with the federal government, local government units and private organizations on matters relating to Black people in Minnesota;
- Implementing programs designed to solve problems of Black people when authorized by statute, rule or order; and
- Publicizing the accomplishments of Black people and their contributions to the state.

The Council in carrying out its mission collaborates with other state, county and local governmental agencies to compile information on expenditures, programs and policies that impact Blacks in Minnesota. The Council has worked with organizations in the Black community, experts within the Black community as well as other community stakeholders, and uses community forums, web based surveys and focus group discussions to hear from its constituents on issues within the Council's scope. The Council, pursuant to its obligations under Minnesota law, submits this 2013 annual report as part of its responsibility to advise the Governor, the Legislature and all interested individuals concerning the activities of the Council, the status of Blacks in Minnesota, and the goals of the Council for the next reporting period as instructed in Minnesota statute 3.9225 as amended in the 2013 legislative session.



The Council Legislation Development Discussion  
November 16, 2013 - 1<sup>st</sup> National Bank Building - Saint Paul

# Moving Beyond Tolerance to Allophilic

## About Minnesotans of African descent

The following data describe the approximately 320,000 Minnesotans who indicated their race was Black alone or Black along with another race or races in U.S. Census Bureau surveys conducted between 2007 and 2011.<sup>1</sup> These Black Minnesotans represent six percent of Minnesota's total population.

## Age Distribution

The Black population in Minnesota, with a median age of 23 years, is considerably younger than the overall population, with a median age of 37. About 40 percent of all Black Minnesotans are under age 18, compared to 24 percent of the overall population. At the higher ages, far fewer Black Minnesotans are represented. Only 3 percent of the Black population is 65 years or older, compared to 13 percent of the total population.

Figure 1: Age Distribution of Black Minnesotan and All Minnesotans, 2007-2011

	Black Minnesotans	All Minnesotans		
Age Group	Approximate Number	Approximate Share of Total	Approximate Number	Approximate Share of Total
Under 5	40,700	13%	353,000	7%
5-11	48,400	15%	489,900	9%
12-17	39,000	12%	437,600	8%
18-24	38,400	12%	505,400	10%
25-34	49,900	16%	704,700	13%
35-44	43,100	14%	702,400	13%
45-54	29,500	9%	803,000	15%
55-64	16,500	5%	611,100	12%
65-74	7,200	2%	344,300	7%
75+	3,400	1%	326,900	6%
Total	316,000	100%	5,278,200	100%

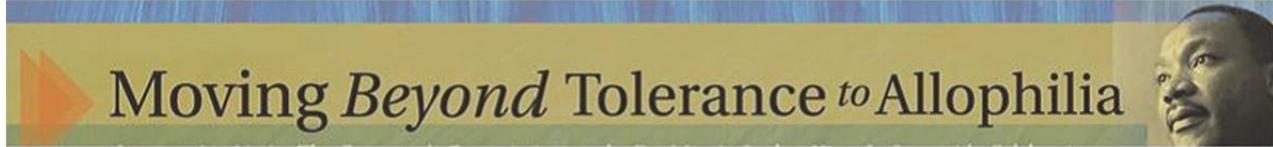
## Place of Birth

Among Minnesotans of all races, 7 percent were born outside of the U.S. However, among Black Minnesotans, the rate is far higher, at 24 percent foreign-born. This represents about 76,400 Black immigrants who live in Minnesota. The countries of birth representing the greatest numbers of foreign-born Black Minnesotans include:

- Somalia (accounting for about 26 percent of foreign-born Black Minnesotans)
- Ethiopia (about 17 percent)
- Liberia (about 16 percent)

<sup>1</sup>

Five years of data were necessary to get the most reliable estimates about this population and its subgroups. All data result from surveys and therefore should be considered approximate estimates. See source and notes at the end of this document for more information.



## Moving *Beyond* Tolerance *to* Allophilia

- Kenya (about 8 percent)
- Nigeria (about 6 percent)
- Sudan (about 4 percent)
- Cameroon, Eritrea, and Ghana each accounted for about 2 percent of the Black foreign-born population in MN.

Together, these nine countries of birth comprise more than 80 percent of the Black immigrant population. The remaining foreign-born Black populations living in Minnesota indicated they were born in other African countries (1 percent or less within each country), Africa or a region of Africa (about 7 percent with country unspecified), or in a very small number of cases, other countries or continents around the globe. See Figure 2 below for additional information.

Among U.S.-born Black Minnesotans, about 56 percent were born in Minnesota, while 44 percent were born in other U.S. states or territories. Illinois is the most common state of birth after Minnesota, accounting for about 14 percent of the U.S.-born Black population, roughly 33,200 residents. Minnesota has also seen sizable domestic migration from Black residents whose birth states were Indiana (3 percent, or about 6,000 residents), Missouri (2 percent, about 4,500 residents), and Wisconsin (2 percent, about 4,000 residents), among others.

**Figure 2: Estimated foreign-born Black population in Minnesota by country of origin, 2007-2011**

Country	Approximate share of MN's foreign-born Black population	Approximate numbers of Black Minnesotans born in this country
Somalia	26%	19,900
Ethiopia	17%	13,000
Liberia	16%	12,200
Kenya	8%	5,800
Nigeria	6%	4,400
Sudan	4%	2,900
Ghana	2%	1,400
Cameroon	2%	1,400
Eritrea	2%	1,200
Haiti	1%	900
Jamaica	1%	900
Sierra Leone	1%	700
Trinidad & Tobago	1%	600
Uganda	1%	500
Tanzania	1%	500
"Africa," country not specified	7%	5,700
All other countries	6%	4,400
Total foreign-born Blacks in MN	100%	76,400

# Moving Beyond Tolerance to Allophilic

## Ancestry

"Ancestry," or one's first identified ethnic origin, is a broader term than birthplace, as U.S.-born children of immigrants will likely also claim Somali or Ethiopian ancestry, for example, if their foreign-born parents hail from those countries. For this reason, the remainder of the information describing the characteristics of Black Minnesotans is presented by the ancestry designated by survey respondents, regardless whether foreign- or U.S.-born. Due to survey sample limitations, however, data are only robust enough to present for the following ancestry groups: Somali, Ethiopian, Liberian, African-American<sup>2</sup>, and all other Black Minnesotans (including those who did not claim any ancestry). Using ancestry as a lens, we find that there are about 31,400 Black Minnesotans who claim Somali ancestry; 13,400 who claim Ethiopian ancestry; 9,100 who claim Liberian ancestry; 160,300 who claim African-American ancestry, and about 101,000 who claim other ethnic origins or no ancestry in the survey. (See Figure 3. These figures, however, are likely underestimating the true size of these groups, given that many of Minnesota's Black residents did not claim any ancestry in the survey.

**Figure 3: Minnesota's Black population in Minnesota by ancestry, 2007-2011**

Ancestry of Minnesota's Black Population	Approximate Numbers	Approximate Share of Total
African-American	160,300	51%
Somali	31,400	10%
Ethiopian	13,300	4%
Liberian	9,100	3%
All other groups/ancestries (including unspecified)	101,800	32%
All Black Minnesotans	316,000	100%

## Economic measures

Figure 4 shows the median (midpoint) income of households headed by a Black Minnesotan of the stated ancestry group, as well as the number and share of that population living above and below the federal poverty line. Of the four ancestry groups presented, Somalis have the fewest economic resources.

**Figure 4: Median Household Income, Poverty for Minnesota's Black population by ancestry, 2007-2011**

	Estimated Median Household Income	Approximate Number of Households	Approximate Percent Living Above the Poverty Line	Approximate Number Living Above the Poverty Line	Approximate Number Living Below the Poverty Line
African-American	\$ 26,700	51,700	67%	102,500	51,600
Somali	\$ 12,200	10,500	35%	10,700	20,300
Ethiopian	\$ 28,500	4,600	73%	9,700	3,600
Liberian	\$ 38,900	3,300	71%	6,400	2,700
All other groups/ancestries (including unspecified)	\$ 32,900	26,000	72%	69,500	27,200
All Black Minnesotans	\$ 26,700	96,100	65%	198,900	105,300

<sup>2</sup> "African-American" includes those respondents who self-identified as a Black race who also indicated their ancestry was African-American, Afro-American, United States, Black or similar.

# Moving Beyond Tolerance to Allophilic

Among all non-institutionalized Black Minnesotans of typical working age (16 to 64), one-quarter are not in the labor force<sup>3</sup>, while 75 percent are in the labor force, either working or seeking work. This workforce participation rate is slightly lower than the rate for all working-age Minnesotans, at 83 percent. However, as shown in Figure 5 below, Minnesota's working-age Black population shows wide variation in labor force participation and employment among its various ancestry groups, with Liberians most likely to be participating in the labor force and working (rather than seeking work).

**Figure 5: Employment Status for Minnesota's non-institutionalized Black population, age 16-64, by ancestry, 2007-2011**

	Approximate Number and Share Working	Approximate Number and Share Seeking Work	Approximate Number and Share Not in the Labor Force	Approximate Total
African-American	54,700	13,300	24,900	92,900
	59%	14%	27%	100%
Somali	7,800	3,000	6,600	17,400
	45%	17%	38%	100%
Ethiopian	6,200	1,100	1,400	8,800
	70%	13%	16%	100%
Liberian	4,600	700	800	6,100
	75%	11%	13%	100%
All other Black Minnesotans, incl. unspecified ancestries	34,900	7,100	11,000	52,900
	66%	13%	21%	100%
All Black Minnesotans	108,100	25,200	44,700	178,100
	61%	14%	25%	100%

## Residents of Group Quarters

More than 13,000 Black Minnesotans do not reside in households, but instead live in "group quarters" settings. Group quarters may be institutionalized settings (such as correctional or mental institutions, or nursing homes) or non-institutional settings where people live in groups (such as boarding schools, hotels, hospitals, college dorms or military settings). About 4,400 Black Minnesotans who are in their 20s or 30s are institutionalized, representing about 4.4 percent of all Blacks of this age group.

**Figure 6: Residents of Group Quarters Among Minnesota's Black population, 2007-2011**

	Approximated Number Living in Institutions (e.g. Corrections or Nursing homes)	Approximated Number Living In Non-institutional Group Settings
Under 20	800	2,000
20-39	4,400	2,300
40-59	1,600	1,300
60+	700	100
Total	7,500	5,700

<sup>3</sup>

Among other things, those not in the labor force may be caring for young children or disabled individuals, may be disabled themselves, may be attending school, or may be discouraged workers.

# Moving Beyond Tolerance to Allophilic

## Minnesota African Descendants Capital Contributions

The Council “Black Capital” report documents the multiple contributions of people of African descent to Minnesota: as consumers, entrepreneurs, human capital, workers, global networks, cultural assets, taxpayers and civic assets. ([See http://mn.gov/cobm/research-publications.html for full report](http://mn.gov/cobm/research-publications.html)) In Minnesota people of African descent represent:

- \$ 3 billion in consumer power
- 287, 165 people of African descent
- Over 12,000 firms with almost a billion in sales employing over 10,000 people with an annual payroll of \$258 million.
- Ranked as a group, Black firms would be the 21<sup>st</sup> largest employer in Minnesota.
- Top occupations are Management, Service and Sales with close to 80 percent of the workforce in those occupations.
- African immigrants make up 25 percent of the Black population and 18 percent of all immigrants in Minnesota
- People of African descent pay almost half a billion in state and local taxes annually in Minnesota.
- Minnesota exported almost \$200 million to African countries in 2012.
- Lifetime earnings of people of African descent are an estimated \$388 billion with projected total tax payments in Minnesota of \$28 billion over their lifetime.
- People of African descent make up at least 10 percent of the 22 House and 10 Senate districts. In 4 House and 2 Senate districts they make up more than 30 percent of the population



# Moving *Beyond* Tolerance *to* Allophilic

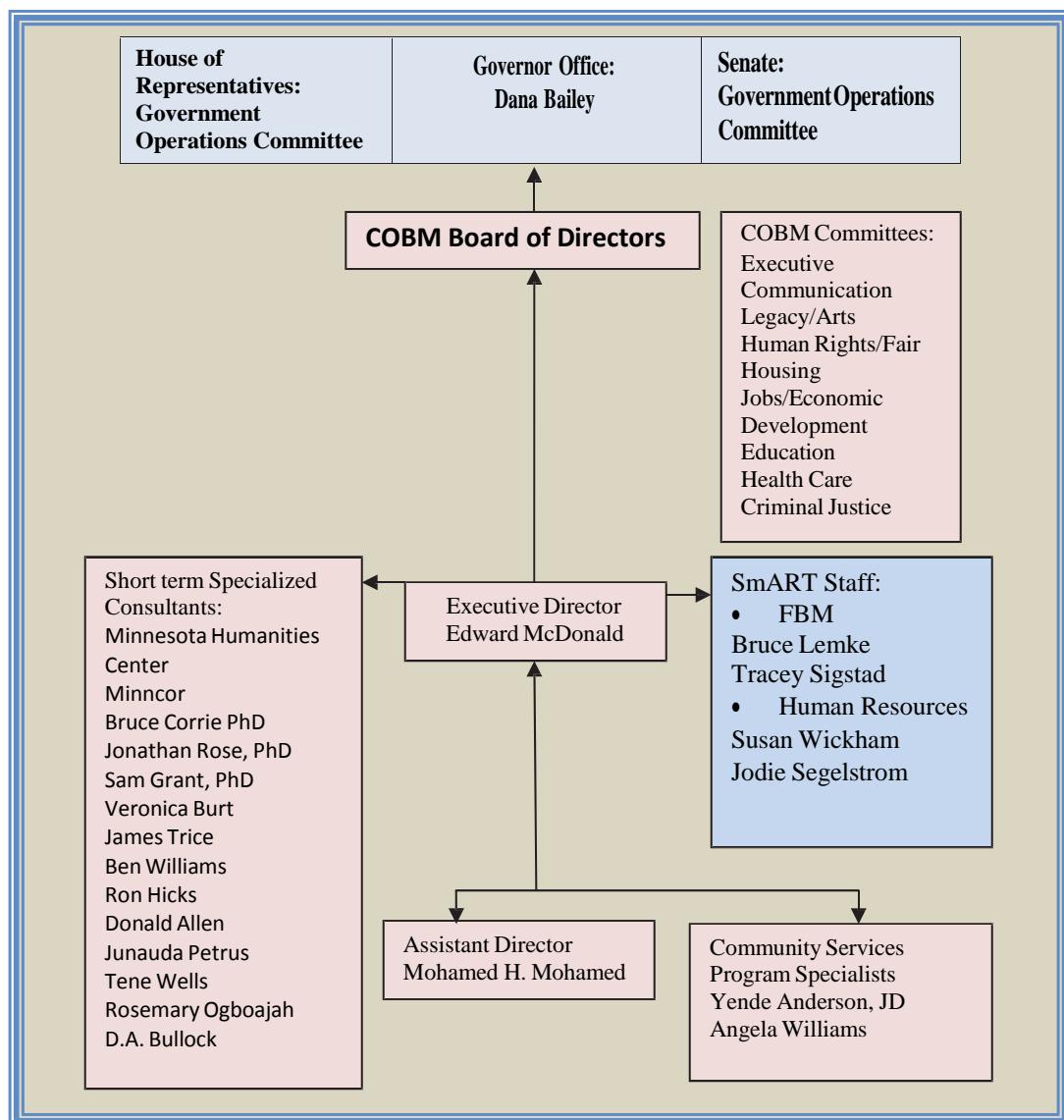
## Council Operations and Policy Board Structure



The Council is comprised of thirteen citizen-voting members. One citizen member must be a person of ethnic heritage from West Africa and another citizen member must be a person of ethnic heritage from East Africa. The Governor appoints all citizen-voting members of the Council. Additionally, the Minnesota Legislature appoints four legislative nonvoting members. The membership of the current Board of Directors is dedicated to promoting and developing the assets of Minnesotans of African descent and resolving socioeconomic problems impacting their quality of life so to expand Minnesota's great quality of life.

**Patwin Lawrence - Board Chair**

**Council Organization Chart FY 13 and 14**



# Moving Beyond Tolerance *to* Allophilic

The Council is a working and constituency-based board. This means that in addition to its policy making function, it is expected that Council members actively perform in leadership functions within the organization's committee structure and act as liaisons to agency constituencies. In general, the Board and staff functions can be divided along the following lines. The Council Board sets broad policy, identifies priorities with constituency input, oversees staff, and engages in strategic planning. The Council staff implements and executes Council projects, pursues Council priorities and objectives, informs the Board of opportunities and problems of interest and concern to our constituency and handles the daily work of serving as a link between constituency and federal, state and local governments, and private and nonprofit entities policy processes, and administrative operations.



Council board and community meeting with Senator Hayden and Representative Moran

The Council's committee structure is fluent and is driven by an assessment of needs identified through community forums and research, and opportunities that develop outside of the information gathering process of the Council. Each year the Council's newly established priorities provide the opportunity for the board to establish new committees that provides the guidance with the development of service referrals, programmatic activities and public policy initiatives. The Council deploys an annual strategic doing plan (see <http://mn.gov/cobm/research-publications.html> for plan) and a shared leadership approach with corresponding assigned responsibilities and committee infrastructure to achieve annual organizational goals and compliance with its statutory mandates.

## Council Administrative Operations

Edward McDonald joined the Council in October 2012 as its new Executive Director under the direction of the Council's Board of Directors. Edward is responsible for the overall management and operations, and implementation of the Council's legislative mandates. He specializes in community socioeconomic development and organization management. Edward earned a Paralegal Certification from the Minnesota Legal Assistance Institute, Bachelor's degree in Social Development from the University of Minnesota – Duluth, a Masters of Public Administration from Harvard University's John F. Kennedy School of Government and is an alumnus of the Hubert H. Humphrey Policy Fellows Program.

# Moving Beyond Tolerance to Allophilia

## Executive Director Comments



Since the first Minnesotans of African descent arrived in Minnesota with essentially nothing, they have made great contributions to Minnesota's quality of life. There are nearly 320,000 residents of African descent contributing 3 billion dollars in consumer power in Minnesota. They operate over 12,000 firms with almost a billion dollars in sales employing over 10,000 people. These firms provide an annual payroll of \$258 million. Ranked as a group, Black firms would rank as the 21<sup>st</sup> largest employer in Minnesota. Minnesotans of African descent pay almost half a billion in state and local taxes annually in Minnesota.

African immigrants make up 25 percent of the African descent population and 18 percent of all immigrants in Minnesota. This group has assisted the state with exporting almost \$200 million to African countries in 2012. The lifetime earnings of people of African descent are estimated to be \$388 billion with projected total tax payments in Minnesota of \$28 billion over their lifetime. Additionally, People of African descent make up at least 10 percent of the 22 House and 10 Senate districts. In 4 House and 2 Senate districts they make up more than 30 percent of the population.<sup>4</sup> The African descent community continues to strive to improve upon these contributions to Minnesota's quality of life.

To continue our efforts in this regard, the Council during this fiscal year deployed some of the best and brightest in our community to evolve additional innovative policies and programs to address the socioeconomic and sociopolitical challenges facing African descent Minnesotans. The Council through policy and program recommendations requested our state move beyond constructs, tolerance and disparities to creating a community that practices **Allophilia**.

We dug into the information we collected from our constituency and allies, and involved them with helping us frame the details of our legislative and programmatic agendas for the governor and legislature. We supported the efforts of the governor and legislature to address our community's concerns and reached out to local governments, organizations and private corporations, and our community to try and bring relief to community concerns. We asked that our state make equal access to opportunities a practice. We brought forth innovative socioeconomic policy recommendations that would set us on course to eradicate all forms of disparities. We requested a discussion on the floor of the senate and house, and in the governor's office and a vote on constitutionalizing **Human/Civil Rights Enforcement and expanding the role of the Department of Human Rights in the market place**.

Moving forward we will continue to forge collaborations with all Minnesotans to maintain and expand Minnesota's role as a national leader in socioeconomic and sociopolitical innovation. We will lead with a Minnesotan of African descent agenda and meld it with others' efforts to achieve greatness for our collective communities in Minnesota. The Council recognizes the human stories are singular but we know our destiny is shared – we rise or fall as one state – as one people, and the power of human unity must prevail.

Edward C. McDonald

<sup>4</sup> Professor Bruce Corrie, Black Capital Report 2013

# Moving Beyond Tolerance *to* Allophilic



**Yende Anderson, JD**  
Community Services Program Specialist



**Mohamed H. Mohamed**  
Assistant Director



**Angela Williams**  
Community Services Program Specialist

Three additional staff joined the Council in October 2013. Yende Anderson, JD. Yende will serve as a **Community Services Program Specialist 1**. **Yende** emigrated with her family from Liberia to the United States. She is a graduate of the University of Minnesota Law School and an alumnus of the Hubert H. Humphrey Policy Fellows Program. She holds a Bachelor of Arts degree in Economic and Political Science, also from the University of Minnesota. She has professional experience in the Private, Public and Non-Profit sector. Prior to her role at the Council, she held positions at Wells Fargo Bank, Dakota County, and Minneapolis Public Schools. Most recently, she served as the interim Executive Director of New American Alliance for Development (NAAD), Inc., - a nonprofit she co-founded in 2002 whose mission is to help immigrants become fully integrated in Minnesota's growth and development. In her role with NAAD, she carried out strategies for community engagement and advocacy for system change in the recertification process for foreign trained professionals (healthcare, legal, etc.).

Mohamed H. Mohamed will serve as **Assistant Director**. Mohamed, a first generation Somali American, has over 12 years of experience in the nonprofit sector focused primarily on leadership, digital strategy and capacity building. **Mohamed** was formerly a Data Manager with TakeAction Minnesota and a Community Organizer with Minnesotans for a Fair Economy. Mohamed was also a Principal at Black Star Media Group, a technology consulting group that worked primarily with small minority owned businesses and nonprofits. He is most passionate about harnessing technology to empower communities of color. Mohamed is actively involved with several local community organizations and serves on the boards of the Neighborhoods Organizing for Change and Hayaan. He earned his BA in History from the University of Minnesota-Twin Cities.

Angela Williams will serve as a part time **Community Services Program Specialist 1** for the Olmstead County area. **Angela** is a graduate of Roosevelt University in Chicago where she earned her Bachelors in Political Science and a Masters in Training and Development. She served as the Executive Director of Southeast Chicago Chamber of Commerce where she created and implemented programs for small to large business owners. She is a committed community activist and is currently pursuing her Doctorate in Public Administration at Cappella University.

Prior to this staff joining the Council, **Rebecca Johnson**, a 10 year veteran with the council, **Milford Johnson**, a 15 year veteran and **Natalie Johnson – Lee**, a six year veteran served as the council staff. COBM also used a series of experts in short term consulting roles to assist with achieving its goals and ensuring compliance with its mandates. These dedicated professionals provided the administrative muscle to assist the board, constituency and allies with achieving many advances toward the council's legislative mandates.

# Moving Beyond Tolerance to Allophilia

## COBM Fiscal Year 13 and 14 Activities

Patwin Lawrence was reelected to lead the council board in June 2013 and with the onset of his leadership in 2012 the council began a tour of high population centers for African descent residents to build relationships and gather information on community concerns. He also ushered in a comprehensive top to bottom assessment of the council operations. The community information and operations assessment served as the foundation for strategic planning that incorporates “a doing approach” so the plan would not collect dust and all council affiliates could participate in the planning and be assigned a place in the plan to help with its implementation.

The assessment process involved the following:

### Organization Operations Assessment Activities

(see <http://mn.gov/cobm/annual-reports.html> for full reports)

- a) Compliance Review of the Council’s Interagency Agreement between the Department of Administration Financial Management and Reporting.
- b) State of Minnesota Internal Control Review.
- c) Review of Compliance with MNIT Agreement and Technology Interface.
- d) Compliance with Legislative Mandates (3.9225).
- e) Review of Council’s Community Development Planning Approach.
- f) Review of Council’s Community Needs Assessment Approach.
- g) Review of Council’s Contacts and Partners Lists for Statewide Communication.
- h) Inventory Review of Partnerships & Collaborations – 2003 to 2011.
- i) Review of Office Space Cost and Market Place Comparison.
- j) Review of Board Structure and Operations For Compliance.
- k) Review of Reporting and State Department Collaboration.
- l) Review of Administration and Fiscal Management.

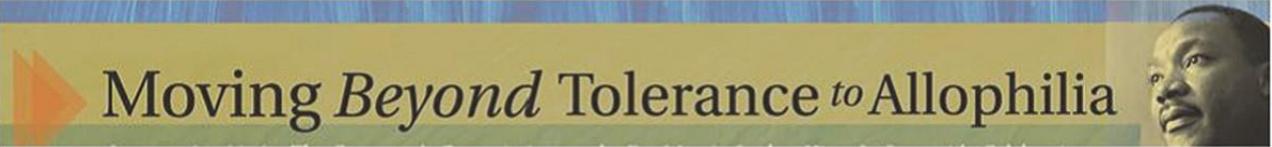
The council leadership, community constituency and staff used the assessment to guide its retreat planning session to develop a comprehensive one year strategic doing plan that realigns organization operations to ensure achievement of organization mandates in Minnesota statute 3.9225. The strategic doing plan (See <http://mn.gov/cobm/annual-reports.html> for the full plan) focuses on three major areas:

### Community Outreach and Action - Annual Goals

- a) Hold 5 regular board meetings in Greater Minnesota and made certain invitations were extended to our constituency, stakeholders and allies in the area.
- b) Organize a reception/meet and greet for the Council’s constituency, stakeholders.
- c) Continue to build and strengthen our relationships with units of government and organizations that represent the interests of our constituency or share our interests in cities with large populations of people of African descent.
- d) Continue Council’s involvement in the Martin Luther King Day Observance.
- e) Develop and pursue a legislative agenda for the 2014 session.
- f) Organize events to discuss issues of concern to our constituency and engage interested parties in the work of the Council.

### Governance Operations - Annual Goals

- a) Standardize the use of Robert’s Rules of Order at board meetings.
- b) Create a common understanding of the roles of the board and staff.
- c) Standardize and complete the evaluation process for the executive director.



## Moving Beyond Tolerance to Allophilia

- d) Organize a Council board and staff retreat for evaluation and planning.

### **Administration - Annual Goals**

- a) Relocate Council office to new site.
- b) Fulfill budget preparation and review responsibilities in a timely manner.
- c) Implement new organization structure.
- d) Staff and consultants assigned to work with Council committees, state agencies and others to achieve mandates.
- e) Improve the look and functionality of the Council website to improve access, ease of navigation and capacity for interaction.
- f) Standardize and complete the evaluation process for Council staff. Standardize and complete the evaluation process for Council staff.
- g) Fulfill all reporting requirements in a timely manner.

This detailed work plan which is still underway has helped the council develop a constituency driven and participatory process that aligns all its activities and deploys an outcome based approach with defining and achieving its fiscal year 13 and 14 goals.

### **Overview**

It is the Council's belief that the State of Minnesota is poised to become a national leader by moving beyond tolerance to ALLOPHILIA. All Minnesotans are searching for policies and programs, socioeconomic opportunities and sociopolitical structures that ensure all humans are able to maximize their potential and Minnesota maximizes its potential. Thereby influencing other nation states to join in the practice of Allophilic. The practice of Allophilic in the marketplace recognizes the human stories are singular but our destiny is shared – we rise or fall as one state – as one people, and human unity must prevail.



The Council is deploying some of the best and brightest in our community to evolve additional innovation, to address the socioeconomic and sociopolitical challenges we face. We are proposing policy and program recommendations that move us beyond constructs, tolerance and disparities to creating a community that practices **Allophilic**. Our recommendations make equal access to opportunities a practice and eradicate all forms of disparities. We believe for Allophilic to permeate the marketplace a statewide discussion and a vote on constitutionalizing **Human/Civil Rights Enforcement and the expansion of the Department of Human Rights proactive enforcement approach is needed** to ensure barriers to the great opportunities in Minnesota are realized by all people.

Minnesotans of African descent are making great contributions to Minnesota's quality of life. The council believes we can contribute more and is determined to do so. However, the magnitude of the social, political and economic problems experienced by many Minnesotans of African descent during this

## Moving *Beyond* Tolerance *to* Allophilic

reporting period have changed very little over the past decade. The Council continues to move forward with addressing issues and making recommendations to address issues with the ominous presence of racial and ethnic disparities; conditions caused, to a great extent, by the unwillingness of the state to commit to a more robust proactive policing of state departments, institutions and corporations scanty administrative application of civil rights and equal opportunity laws, rules, and policies.

The unwillingness has led to unchecked and growing institutionalisms and the growing cry for racial justices and equity from all communities throughout the state. The unwillingness has produced a plethora of social scientists and high education reports focused on growing disparities for Minnesotans of African descent in the areas of poverty, health care access, employment, education achievement, home ownership, incarceration, higher education access, etc. throughout Minnesota.

However, the reports fail to highlight how the state's unchecked and growing institutionalisms are contributing to the greatest wealth divide this state has ever seen. The unchecked and growing institutionalisms have created a concept called two Minnesotans: the Minnesota Have and Minnesota Have Not with people of color over represented in the Have Not. Equally as significant is the growing class of low income Minnesotans.

The effects of the state's unwillingness to commit to a more robust proactive policing of civil rights and equal opportunity laws, rules, and policies are negatively affecting government revenues and local governments and corporation's ability to sustain.



Rochester and Faribault Meeting 2013

In this reporting period, the Council made the administrative application of civil rights and equal opportunity laws, rules, and policies and jobs/economic development targeted to low income communities the most important recommendations for the governor and legislature. The Council provided specific legislative recommendations and drafted bills to respond to these concerns but none of the bills or recommendations was considered in the legislative process.

# Moving Beyond Tolerance to Allophilic

The Council, even though it has statutory duty to bring forth legislation, has essentially exhausted state government administrative and legislative remedies to ensure compliance with civil rights and equal opportunity laws, rules, and policies. The Council will return to the capital halls next session with the same request. However the Council may need to challenge the state claims to the federal government that it is in compliance with all provisions of civil rights and equal opportunity laws.

The Council would need to arm itself with social scientist and higher education institutions disparity studies, the fact our state has not provided a net increase in appropriation to the Department of Human Rights in nearly 15 years and the fact no state department can provide a review of its administrative application of equal opportunity laws, rules and policies to support claims of compliance. These things would provide solid anecdotal evidences that a correlation exists between the aforementioned facts and the socioeconomic disparities in Minnesota's African descent and low income communities. This effort would illustrate to the federal government the need for intervention in a market that does not value the administrative application of civil rights and equal opportunity laws, rules and policies that protect the rights of African descent and low income people.

## Approach

The Council was more strategic, systematic and research-based in its approach to comply with its mandates. The Council's priorities came from community issue identification processes initiated during the latter stages of the 2012 with legacy information gathering tours throughout the state, a web based survey to 550 constituents, a Black Capital report and informal community forums. (See <http://mn.gov/cobm/research-publications.html> for reports) COBM also worked with the State Demographer's Office to develop a longitudinal report on Minnesotans of African descent. (See <http://mn.gov/cobm/research-publications.html>)

Also during the reporting period, COBM intensified its work with various state departments to build collaborative relationships to ensure appropriate approaches of services to African descent communities. The details of all of our efforts are below.

## Organization Operations Outcomes

Only a few months removed from the threat of sunset and equipped with an infusion of \$100, 000 above our normal appropriation of \$292, 000, armed with Minnesotans of African descent positive contributions to the State of Minnesota and our constituency socioeconomic challenges, the council elevated its operations to map out a plan to be the best state entity. The council turned outward to build a community base, inward to assess its operations, reorganize its staff job duties and the roles and responsibilities of the board, and deployed a strategic doing plan. The following are our accomplishments thus far in fiscal years 13 and 14:

Organization Operations Assessment Activities (See <http://mn.gov/cobm/annual-reports.html> for full report)

- Completed a Compliance Review of the Council's Interagency Agreement between the Department of Administration Financial Management and Reporting
- Completed a State of Minnesota Internal Control Review
- Completed a Review of Compliance with MNIT Agreement and Technology Interface
- Completed a Compliance with Legislative Mandates (3.9225)
- Completed a Review of Council's Community Development Planning Approach
- Completed a Review of Council's Community Needs Assessment Approach
- Completed a Review of Council's Contacts and Partners Lists for Statewide Communication

# Moving Beyond Tolerance to Allophilic

- Completed an Inventory Review of Partnerships & Collaborations – 2003 to 2011
- Completed a Review of Office Space Cost and Market Place Comparison
- Completed a Review of Board Structure and Operations For Compliance
- Completed a Review of Reporting and State Department Collaboration
- Completed a Review of Administration and Fiscal Management

The strategic doing plan focused on three major areas: (See <http://mn.gov/cobm/annual-reports.html> for the full plan)

## Community Outreach and Action Outcomes

- a) Hold 5 regular board meetings in Greater Minnesota and make certain invitations were extended to our constituency, stakeholders and allies in the area.

## Outcome Progress

Thus far the Council has held community meetings in Minneapolis (2), Saint Paul (3), Rochester (3), Mankato (1), Saint Cloud (2), Duluth (1), and Faribault (1) to update our constituency on the work of the council, gather their concerns and involve them in our work. As a result of this outreach the council has developed a contact list of over 2500 people. The council has established a formal committee in Rochester and Mankato, and hired staff to work in the Rochester region. (See <http://mn.gov/cobm/annual-reports.html> for sample meeting flyers and other materials)



MLK 2013 Celebration

# Moving Beyond Tolerance *to* Allophilic



- b) Organize a reception/meet and greet for the Council's constituency, stakeholders.

## Outcome Progress

The Council has organized an open house to celebrate its new office location and a community forum to involve its statewide constituency with the development of its legislative recommendations.

- c) Continue to build and strengthen our relationships with units of government and organizations that represent the interests of our constituency or share our interests in cities with large populations of people of African descent.

## Outcome Progress

The Council is actively engaged with the following Departments:

### Department of Human Rights and Department of Education

- Education Task Force

### Department of Administration

- Smart Administrative Services

### Department of Human Resources

- Affirmative Action ACCESS Committee

### Office of the Attorney General

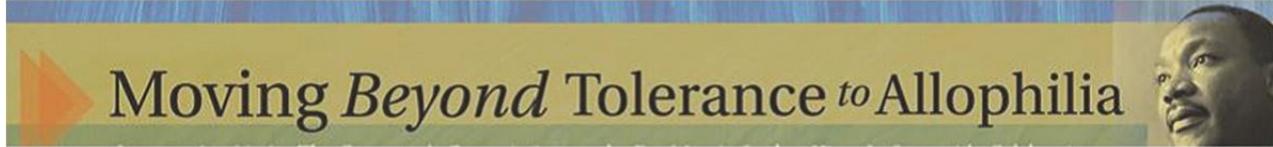
- Legal advice on Ancestry Mapping using DNA
- Contract and request for proposal language development

### The State of Minnesota Interagency Council on Homelessness

- A group of state agencies working to institute policies and initiatives that prevent and eliminate homelessness

### Minnesota State Colleges and Universities

- Discussions to find ways to increase enrollment of students of color



# Moving *Beyond* Tolerance *to* Allophilia

## Community Based Organizations

- Jewish Community Action Minnesota and the Dakotas Business Advocacy Immigration Coalition - a group working on the temporary status issue for African Immigrants and other immigration policies.
  - Council of Nonprofits Budget Policy Project – a group working to ensure fair tax policy and the preservation of the renter's tax credit.
  - Community Stabilization Project - a group working on tenant rights and the abolishment of the unlawful detainer law.
  - African American Leadership Council of Saint Paul – a group working on issues important to the African American community.
  - Minneapolis African American Leadership Forum – a group working on issues important to the African American community.
  - Organizing Apprenticeship Program – A group working on racial justice issues and education equity.
  - Minnesota State Legislators of Color – a group coordinating access for organizations of color to interact with legislators.
  - Center for Families/West African Collaborative – a group that kept the council apprised of issues in the African community.
  - Greater Twin Cities United Way – MinneMinds Initiative - a group working to fund early childhood education.
  - Saint Paul Port Authority Collaboration – a group work to increase jobs and job training opportunity in communities of color and preserve manufacturing designated land for development.
  - North Minneapolis/Brooklyn Park/Brooklyn Center Community Residents – a group that works on issues important to African American in the Northwest suburbs.
  - Build Wealth Minnesota – a group working to increase home ownership opportunity for African Americans and low income people.
  - University of Minnesota – Duluth Black Student Association and Duluth Branch of the NAACP – a group that keep the council apprise of issues in the Duluth area that affect African Americans.
  - Congolese Organization – helping to create an organization to support the Congolese community.
  - COPED Community Organization Development - to create an organization to support African American run organizations
  - Minnesota Take Action – a group recruiting more racial minorities to civil engagement.
  - Mentoring Young Adults – working on services to very low income African American youth.
- d) Develop and pursue a legislative agenda for the 2014 session.

## Outcome Progress

The Council developed legislative recommendations for reforms in human rights reforms, fair housing, criminal justice, jobs/economic development, education and health care. (See below for more details and detail legislation at <http://mn.gov/cobm/legislation.html>)

- e) Organize events to discuss issues of concern to our constituency and engage interested parties in the work of the Council.

## Outcome Progress

Thus far the Council has held community meetings in Minneapolis (2), Saint Paul (3), Rochester (3), Mankato (1), Saint Cloud (2) Duluth (1), and Faribault (1) to gather their concerns and involve them in

# Moving Beyond Tolerance to Allophilic

our work. Nearly 500 residents have attended these meetings to provide information to the Council on needs and receive reportson Council activities.(see sample meeting flyers and agendas at <http://mn.gov/cobm/research-publications.html>) The Council also conducted a comprehensive web based survey that targeted 550 constituents to gain their input for the development of our legislative agenda for the 2014 legislative session. Many of those contacted also attended our legislative development discussion on November 16, 2013.

## Governance Operations Outcomes

- a) Standardize the use of Robert's Rules of Order at board meetings.

### Outcome Progress

The Council board has used five of its board meetings to train in the application of Robert's Rules. The rules are now a normal part of conducting the council meetings.

- b) Create a common understanding of the roles of the board and staff.

### Outcome Progress

The Council has conducted sessions on their roles and responsibilities and has incorporated the distribution and review of documents from its policy and procedures manual in the monthly meeting agenda for discussion and training.

- c) Standardize and complete the evaluation process for the executive director.

### Outcome Progress

The Council has approved an evaluation instrument for the director with the assistance of the State Department of Human Resources. They also conducted a six month and annual evaluations.

- d) Organize a Council board and staff retreat for evaluation and planning.

### Outcome Progress

The Council held its retreat in May, 2013 and will conduct them annually in the month of May. This year's retreat produced a strategic doing plan that the council uses to ensure an outcome based approach with its work.

## Administration Outcomes

- a) Relocate Council office to new site.

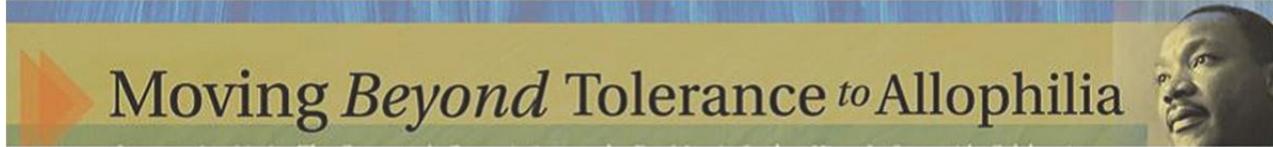
### Outcome Progress

The Council conducted a thorough review of its space with the assistance of the State of Minnesota Real Estate Division. The analysis led to the Council relocating its office to the First National Bank Building in Downtown Saint Paul. The move will save the Council \$10,000 which will be used to open an office at the Rochester Community Technical College and pay part of the salary for a part time staff person to work with African descent residents in Olmstead and Rice counties.

- b) Fulfill budget preparation and review responsibilities in a timely manner.

### Outcome Progress

The Council worked very close with the Department of Finance, Budget and Management to develop its biennium budget and continue to meet monthly to review the budget administration. The Council Treasurer's position changed this year with Kimberly Spates who carried the Council financial



## Moving *Beyond* Tolerance *to* Allophilic

management through a period without a director and received an Office of the Legislative Auditor successful compliance review. Kimberly chose to not seek reelection and was replaced by Darryl Scarborough who is a certified accountant.

- c) Implement new organization structure.

### **Outcome Progress**

The Council upon completing a top to bottom organization operation assessment created a new organization structure to carry out its activities for this year. The structure will be reviewed each year to determine if modifications are needed to improve the council chances to succeed.

- d) Staff and consultants assigned to work with Council committees, state agencies and others to achieve mandates.

### **Outcome Progress**

The Council added three new staff members to assist with the day to day operations of the council. One of the significant skills all the staff brings that were not apparent with former staff is the ability to integrate social media in the work of the council. This element will be critical with the council's ability to communicate with its statewide constituency and others, and ensure enhanced transparency with its work. The Council's new web site can be viewed at <http://mn.gov/cobm/>.

- e) Improve the look and functionality of the Council website to improve access, ease of navigation and capacity for interaction.

### **Outcome Progress**

The Council worked extensively with MNIT services to revamp its website and make it operational. We have also added a complete social media infrastructure that includes Twitter, a You Tube Channel, LYNC, LinkedIN, Facebook, Nation Builder and Word Press. We now have the ability to perform analytics with our social media activities and are in the process of working with a consultant to develop a social media strategic plan. In addition, the Council revamped its phone system to use a voice over IP system that now allows us to not use an attendant to route phone calls. The incorporation and upgrade of our phones and other technology will save the council over \$9,000 annually. This money will be redirected to ensure greater constituency contact and engagement.

- f) Standardize and complete the evaluation process for Council staff. Standardize and complete the evaluation process for Council staff.

### **Outcome Progress**

The Council with the help of the Department of Human Resources has developed an evaluation instrument for staff performance reviews. Staff will be evaluated at six months and annually with annual evaluations thereafter.

- g) Fulfill all reporting requirements in a timely manner.

### **Outcome Progress**

The Council has submitted all its backlog of reports (biennium's 2010 and 2012, Chapter 10 section 38, and internal control review). The Council has had an OLA financial audit and is currently receiving an OLA program audit. This report will fulfill the Council's statutory reporting requirement in Minnesota Statute 3.9225.

# Moving *Beyond* Tolerance *to* Allophilic



The Council process to conduct an assessment of its organization operations and use it to develop an annual strategic doing plan will become a permanent part of our operational approach. It ensures the establishment of outcome based goals on annual basis and the alignment of all governance and administrative operations. The Council's policy goals continued to be two-fold. First, there is a strong commitment to the principal of equity. That is continued emphasis is being placed on the elimination of existing racial/ethnic disparities and second, leading with policy recommendations that ensure equal access and opportunity that lead to greater asset growth in the African descendant communities thereby growing a more prosperous Minnesota. Toward this end, the Council met its statutory obligations in 3.9225 with the following accomplishments:

## **Minnesota Statute 3.9225 Outcomes**

**Legislative Mandate: Advise the governor and the legislature on the nature of the issues confronting Black people in this state.**

## **Outcomes Progress**

COBM developed and submitted several reports that address the issues confronting Black people in the state of Minnesota. Those reports can be found in the Council's 2010 and 2012 biennium reports (on the council web site: <http://mn.gov/cobm/research-publications.html>) and our 2013 Legislative Recommendations (<http://mn.gov/cobm/policy-focus.html>) and provided below in summary:

# Moving Beyond Tolerance to Allophilic

## Human and Civil Rights

The State of Minnesota Advisory Committee on Civil Rights Report Excerpts

**Chair Dr. Fatima Lawson**

By law, the U.S. Commission on Civil Rights has established an advisory committee in each of the 50 states and the District of Columbia. The committees are composed of state citizens who serve without compensation. The committees advise the Commission of civil rights issues in their states that are within the Commission's jurisdiction. Below is a summary from the Minnesota commission hearings in 2011:

- The lack of resources for civil rights enforcement in the state has worsened, leaving Minnesota in a "crisis mode."
- Audits and disparity studies are showing huge underutilization of Minority Groups which indicate noncompliance with the administrative application of civil rights and equal opportunity laws.
- Many legal advocates and victims of discrimination are refusing to refer complaints to the local and state civil rights enforcement departments because they are in a continuous state of transition, have a backlog of complaints, and have unclear enforcement policies.
- The enforcement approach for the Department of Human Rights has gotten so bad that a ballot initiative was allowed to come to vote that would constitutionalize prejudice by disallowing people that love each other to marry and make it harder for certain people to participate in the electoral process.

## Housing

Based on Minnesota Economic Policy Institute (EPI), 2011 report

- Only 29.4 percent of Black Minnesotans owned the home they lived in, while the rest rented.
- African Americans renters paid a higher percentage of their income for housing - 61.3 percent had paid more than 30 percent of their household income per the previous 12 months.
- The household wealth of Blacks dropped more than that of Whites during the Great Recession, according to a study released by the Pew Research Center. Researchers say the decline of the housing market is the main influence behind the increasing gap in wealth between White households and their Black counterparts.



COBM Saint Cloud Meeting

# Moving *Beyond* Tolerance *to* Allophilic

## Jobs/Economic Development

EPI, 2011 report

### Chair Patwin Lawrence

- In 2010, 37.2 percent of Blacks were living in poverty, income disparities also continue to persist in the state.
- In 2010, the median household income for Black communities fell significantly below the statewide median household income for whites. And those gaps are growing.
- Black households experienced a 16 percent drop in median income and in 2010, the median household income for Blacks stood near \$27,000, less than half the statewide median of \$55,459.

## Minnesota Arts and Heritage Fund

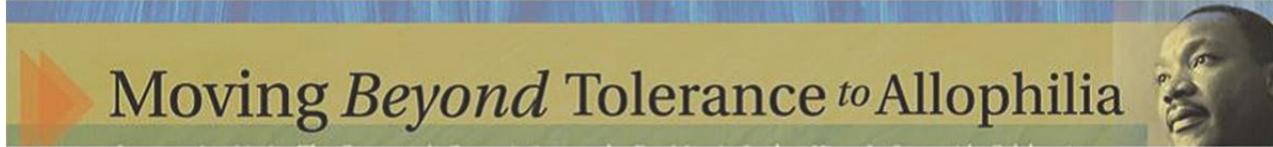
House Research, 2012

### Chair Junauda Petrus

In 2008, Minnesota's voters passed the Clean Water, Land and Legacy Amendment (Legacy Amendment) to the Minnesota Constitution to: protect drinking water sources; to protect, enhance, and restore wetlands, prairies, forests, and fish, game, and wildlife habitat; to preserve arts and cultural heritage; to support parks and trails; and to protect, enhance, and restore lakes, rivers, streams, and groundwater. The Arts and Cultural Heritage Fund receives 19.75 percent of the sales tax revenue resulting from the Clean Water, Land and Legacy amendment to support arts, arts education and arts access, and to preserve Minnesota's history and cultural heritage. Based on current sales tax revenue, Minnesotans will invest more than \$1.2 billion in arts and cultural heritage fund projects and programs over the 25 year life of the tax. The Arts and Cultural Heritage fund has appropriated \$750, 000 to 2 Black organizations since its inception and no Black organizations have received other Legacy amendment funds.



COBM Legacy Arts Committee



# Moving *Beyond* Tolerance *to* Allophilic

## Health Care

Based on EPI, 2011 and EHDI, 2013 reports

### Chair Darryl Scarborough

- Many of Minnesota's most vulnerable populations, including the elderly, those with disabilities and low-income families with children, are being asked to help balance the state's budget through \$1 billion in cuts to health and human services in the final 2011 budget,
- The health and human services bill also contains provisions that will increase barriers for low-income families trying to work, for the elderly and people with disabilities who want to stay in their homes and for Minnesotans trying to access health care, and
- As a result of the final budget, working parents and other low-income Minnesotans will face challenges in building a more secure economic future.
- Minnesota was consistently first or second in national health rankings. But in recent years Minnesota has fallen to as low as sixth. Reasons for this include the health differences that exist in Minnesota between white populations and populations of color and American Indians. Minnesota has some of the worst income, employment, and health disparities in the country. Many of Minnesota's populations of color and American Indians lack the same opportunities to be healthy because of factors such as economic instability, unsafe neighborhoods, and inadequate access to health care. These differences ultimately result in poorer health outcomes, shorter life spans, higher health care costs, and lost productivity. Minnesota's populations of color and American Indians have grown from just over 6 percent of the total population in 1990 to almost 17 percent in 2012.
- The Eliminating Health Disparities Initiative (EHDI) was established by a legislative mandate in 2001. The EHDI investment in 2010 was approximately \$5 per person of color or American Indian in Minnesota, a relatively small amount compared to the \$6,913 spent on health care per Minnesotan in 2009.

---

## Criminal Justices

Based on EPI, 2011

### Chair Donovan Bailey

- Police Stops - In Minnesota, the police departments in Minneapolis and St. Paul have voluntarily begun to collect data on the race of the drivers they stop. Minorities make up 35 percent of the population in Minneapolis, but comprised over half of the drivers stopped by police during the six-month study. African Americans account for a significant percentage of the minority stops -- almost 40 percent -- even though African Americans are less than 20 percent of the population in Minneapolis.
- Arrests - In Minneapolis, Blacks are about two and one half times more likely to be arrested and booked than Whites following a traffic stop.
- Prosecution - There is little racial data in Minnesota to determine what happens to cases when they are brought to the prosecutors' offices for charging. While data historically has been kept at the point of sentencing, this misses what happens to cases between arrest and sentencing.
- Sentencing - The Minnesota Sentencing Guidelines Commission keeps extensive data on the race of all offenders who are sentenced at the felony level. From this data, we know Minnesota now has the largest disparity between Black and White imprisonment rates of any state in the nation: a ratio of 19:1.

# Moving *Beyond* Tolerance *to* Allophilic

## Education

Based on Department of Education Reports, 2011

**Chair Benjamin Mchie**

Minnesota has long enjoyed a reputation for its high-quality public education, placing at or near the top in many nation-wide rankings and measures. But these encouraging statistics mask growing concerns of a widening achievement gap that is leaving many students unprepared for a successful future. Currently:

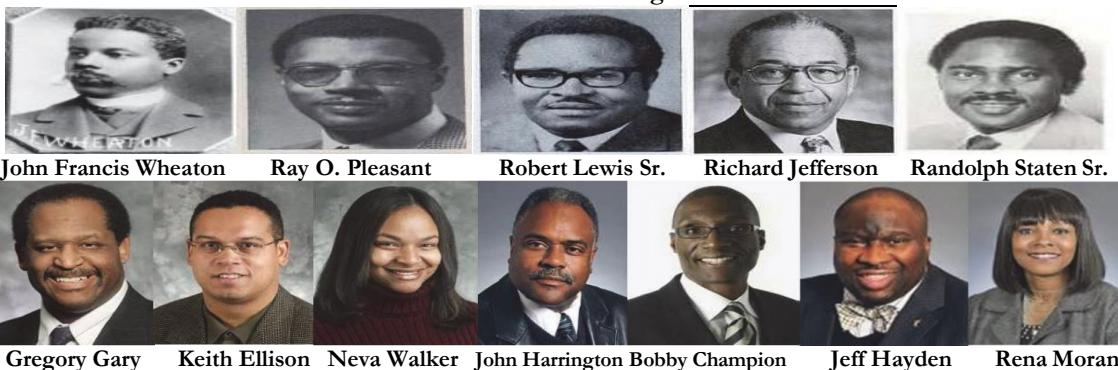
- Seventy-seven percent of the 3rd graders across the state read at grade level in 2011, but only 60 percent of those who transferred schools during the year did.
- About 49 percent of 11th grade students in Minnesota achieved state standards in math in 2011, up significantly from 30 percent in 2006. High school juniors in the Twin Cities are slightly more likely to be proficient than those in Greater Minnesota.
- Overall, only about three-quarters of our state's students graduated on time from high school in 2011; but only 55 percent of students of color. There has been little progress improving this rate during the past 6 years.
- The ratio of guidance counselors to student in Minnesota's Public Schools is 1:800. The national average is 1:450.
- The growing cost of higher education at all levels is putting it out of reach for students of color.



Faribault Youth in Computer Lab

# Moving Beyond Tolerance to Allophilic

Minnesota's Current and Past Black Legislators 1899 - Present



**Legislative Mandate:** Advise the governor and the legislature on statutes or rules, revisions in the state's affirmative action program and legislation to improve the economic and social condition of Black people in this state.

COBM developed and submitted comprehensive legislative recommendations. The detailed legislation can be found on the council web site: [\h1d##a b"\cj #\WWa #\Y\lgUcb"\la](#) and in our 2013 Legislative Recommendations (in the appendix section of this report) and are provided below in summary form:

## COBM 2013 Human Rights Bills

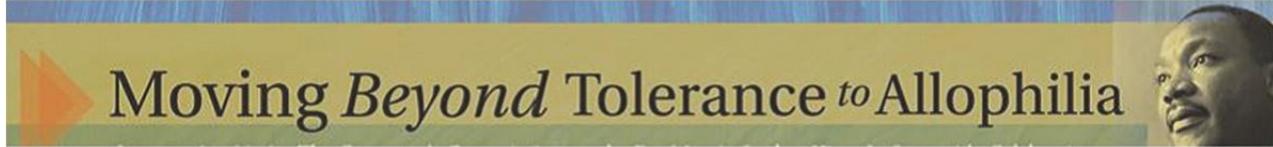
**An act proposing an amendment to the Minnesota Constitution** by adding a section to Article XIII: affirming the enforcement of human rights. The act would prevent any human authority from impeding human rights enforcement or administration. Citizens of Minnesota would be asked the following question:

**"Shall the Minnesota constitution be amended to affirm the enforcement of human rights enumerated in Article 1 and Minnesota law for the good of the people?"**

House and Senate Bills were drafted for an act relating to human rights; providing for expansion of duties under the Human Rights Act; appropriating money; proposing coding for new law in Minnesota Statutes, chapter 363A. The expansions include:

- ensuring that all duties specified in section 363A.06 are a priority;
- implementing audit procedures for state agencies, local areas of government, school districts, corporations and institutions for compliance with human rights, equal opportunity, fair housing, voting rights, and affirmative action laws and regulations;
- conducting affirmative action and human rights impact analysis on all executive orders issued and proposed legislation;
- reviewing and approving all state contract procurement services under chapter 16C to ensure that they meet equal access and equal opportunity laws; and
- Studying and recommending an approach to implement the United Nations' Covenant to End all forms of Race Discrimination, Women's Rights and Housing Rights

**Outcome Progress - The amendment has one legislative signer and the HR expansion has two authors and a signer but was not scheduled for a committee hearing in 2013.**



## Moving *Beyond* Tolerance *to* Allophilic

### COBM 2013 African Heritage Arts and Culture Bill

The Council on Black Minnesotans wants to expand and broaden the impact of Black arts through legislative support, and requests funding through the Arts and Cultural Heritage fund. The recommendations should represent a strategy that ensures funds reach the diverse Black cultures, various Black artistic mediums and geographic regions throughout the state with large populations of Black people.

#### Background on Minnesota's Arts and Cultural Heritage Fund

In 2008, Minnesota's voters passed the Clean Water, Land and Legacy Amendment (Legacy Amendment) to the Minnesota Constitution to: protect drinking water sources; to protect, enhance, and restore wetlands, prairies, forests, and fish, game, and wildlife habitat; to preserve arts and cultural heritage; to support parks and trails; and to protect, enhance, and restore lakes, rivers, streams, and groundwater. The Arts and Cultural Heritage Fund receives 19.75 percent of the sales tax revenue resulting from the Clean Water, Land and Legacy amendment to support arts, arts education and arts access, and to preserve Minnesota's history and cultural heritage. Based on current sales tax revenue, Minnesotans will invest more than \$1.2 billion in arts and cultural heritage fund projects and programs over the 25 year life of the tax.

The Arts and Cultural Heritage fund has appropriated \$750, 000 to 2 Black organizations since its inception and no Black organizations have received other Legacy amendment funds.

**Outcome Progress - A bill was drafted to provide \$100,000 to the Council. The Council did not receive legacy funds for the first time in three years to support the arts in African descendant communities.**

---

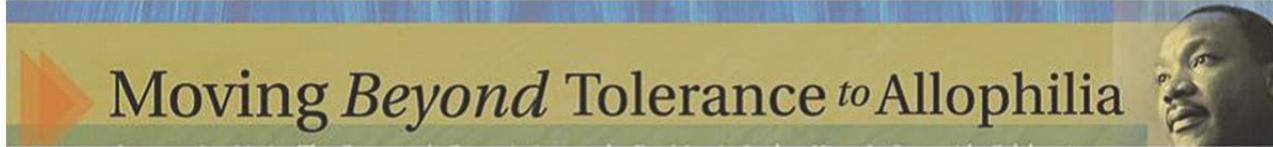
### COBM 2013 Criminal Justice Bills

They include the following two legislative recommendations:

1. Authorize county prosecutors and public defenders to gather racial data related to their sentencing recommendations.
2. Authorize the Minnesota Department of Corrections to conduct an evaluation, using the State Auditor or an independent consultant, of the efficacy and access for minority populations of:
  - a) REENTRY SERVICES,
  - b) THE EXPUNGEMENT PROCESS AND
  - c) CULTURALLY COMPETENT TREATMENT PROGRAMS

And based on the findings, propose recommendations for changes aimed at reducing recidivism, and report findings and recommendations to the community, legislature, and governor by December 31, 2014

**Outcome Progress - Bills drafted for these criminal justice reforms but non signers**



## Moving *Beyond* Tolerance *to* Allophilic

### COBM 2013 Healthcare Bills

Expand funding for the Minnesota Eliminating Health Disparities Initiative to support minority run health care professional associations to carry out:

- a) Collaborative mental health services, culturally competent health care services in communities with high populations of minority residents, and the recruitment, training and placement of minorities in the health care service industry,
- b) Establish ombudsmen to work within the minority communities and fund medical clinics in minority communities to help residents navigate the state insurance exchange, and
- c) Authorize the reenactment of the Martin Luther King Non-violent Child Development Act providing for a pilot project to coordinate community violence prevention programs for African-American children

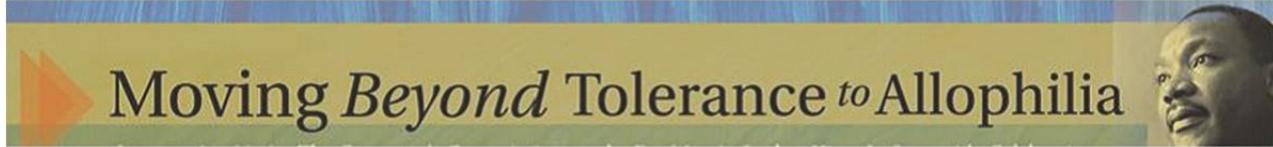
**Outcome Progress - Bills are drafted for (a) and (b) but have no legislative authors. MLK Non-violent Child Development Act bill is drafted has several authors and signers and received a hearing in the House of Representative.**

---

### COBM 2013 Full Employment Bill

This legislation establishes within the limits of existing appropriations, the commissioner of employment and economic development shall establish a full employment initiative in targeted labor surplus communities that include these components:

- a) A community council proposing a redevelopment plan under section 469.027 may apply to the commissioner for coordinated benefits under this section. For the purposes of this section, "community council" means a locally appointed authority comprised of residents and stakeholders from targeted labor surplus areas as defined by the United States Department of Labor
- b) A community council proposing a redevelopment plan under section 469.027 may apply to the commissioner for coordinated benefits under this section. For the purposes of this section, "community council" means a locally appointed authority comprised of residents and stakeholders from targeted labor surplus areas as defined by the United States Department of Labor.
- c) The commissioner, in cooperation with the commissioner of administration, shall ensure that a percentage of the state's targeted vendor agreements in section 16C.16 are set aside for utilization by businesses located in the labor surplus area targeted for redevelopment.
- d) The commissioner shall assist community councils in coordinating funds to finance the redevelopment projects using existing state, county, and city financing and grant programs and assist in the distribution of those funds in a manner that is directly proportionate to the surplus labor available in the labor surplus area targeted for redevelopment.
- e) A community council agrees to maximize, to the greatest extent possible, the purchase of goods and services and the hiring of labor for the projects from within the labor surplus area in which the redevelopment plan is located.



# Moving Beyond Tolerance to Allophilia

- f) Community councils must agree to use existing redevelopment plans for the labor surplus area or create a redevelopment plan that establishes outcome-based goals to measure the productivity of the redevelopment project.
- g) A community council agrees to maximize, to the greatest extent possible, the purchase of goods and services and the hiring of labor for the projects from within the labor surplus area in which the redevelopment plan is located.

**Outcome Progress - A bill was drafted has several signers but received no hearing.**

## **COBM's 2013 Education Bills**

1. Require the Department of Education (DE) to assess school district's guidance counseling services and assist them with developing and implementing a plan of action to bring guidance counseling services in line with the national ratio of students to guidance counselor, and diversify counseling staff to mirror the student diversity of the district, where the need exists.
2. Require the DE to assess school district's racial diversity in teaching staff and assist them with developing and implementing a plan of action to bring the racial diversity of the district teaching staff to mirror the student diversity of the district, where the need exists, and
3. Require the DE to explore the establishment and operational approach of an endowment that pays the tuition of any public school student that gains admission to a public higher education institution in Minnesota.

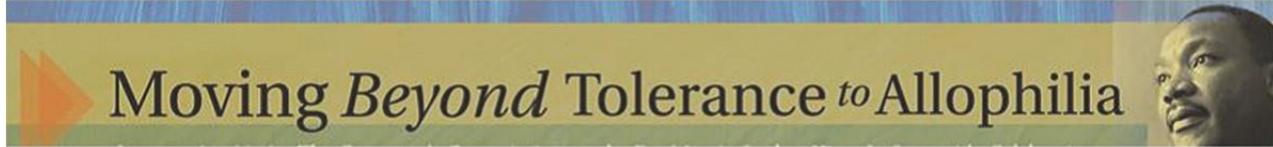
The Commissioner of the Department of Education will report to the Community, Legislature and Governor by December 31, 2014 on the aforementioned.

**Outcome Progress - Bills drafted for these education achievement disparity eradication initiatives.**

**Legislative Mandate:** Serve as a referral agency to assist Black people to secure access to state agencies and programs. Serve as a liaison with the federal government, local government units, and private organizations on matters relating to the Black people of this state.

## **Outcome Progress**

The bulk of the Council referral activities centered on helping community members achieve employment with state government and other public and private entities. The council has become a primary source for employers to communicate opportunities to the Black community. We spent part of the year revamping our information technology system and organizing our nearly 4,000 person email contacts to disseminate job announcements to them and encouraging them to send the announcements to their contacts. Unfortunately, we have yet to complete a formal tracking system to monitor the success of the applicants seeking these opportunities. We assisted 3 groups with incorporating as nonprofit organizations and referred them to the Office of the Secretary of State for additional assistance and assisted various Black vendors to register in the state SWIFT system and to navigate procurement opportunities offered by the state. We coordinated meetings with the Department of Human Rights to help various constituents gain access to be provided updates with discrimination complaints filed with the department. We also assisted Ramsey County with recruiting community members to attend meetings to learn about providing foster care or adopting children that are wards of the state. We did not have the capacity to track the success of



# Moving *Beyond* Tolerance *to* Allophilia

these various referrals but are working with the new staff to develop an approach with our referral services to track them and determine their success.

**Legislative Mandate: Perform or contract for the performance of studies designed to suggest solutions to problems of Black people in the areas of education, employment, human rights, health, housing, social welfare, and other related areas.**

### **Outcome Progress**

During the program year the Council commissioned three major studies. We worked with the State demographer's office to generate an up to date report about Black Minnesotans. The report used 2012 census ACS data to provide the most accurate information about the state's Black population and its ethnic diversity. The report information is included in the earlier text of this report. We also worked with Concordia University Professor Dr. Bruce Corrie to publish the Minnesota "Black Capital" study. This study takes a look at the current assets of Minnesotans of African Heritage. We also used Jonathan Rose, PhD to produce a Black disparity study. This report looks at disparity information that has a correlation to the issue areas (human rights, housing, jobs/economic development, criminal justice, health care, education) that the Council constituency indicated should be the priority focus of our work. In addition to the aforementioned study, Dr. Rose also conducted a web based survey to gather opinions about the council to assist with our retreat planning and to identify community concerns of the Council constituency. The survey was used to develop the Council recommendations for the legislature and governor and is included in this report. The survey was sent to 550 contacts and was completed by nearly 100 individuals.

The studies are intricate aspects of the Council activities and they can be reviewed at <http://mn.gov/cobm/research-publications.html>

**Legislative Mandate: Publicize the accomplishments of Black people and their contributions to this state.**

### **Outcome Progress**

The Council coordinated three major events during the program year that in part offered an opportunity to highlight the contributions of Minnesotans of African heritage. They were:

#### **The Minnesotans of African Descent Power of Unity Cultural Relations Summit**

The Council received a \$100,000 Minnesota Legacy Grant, in partnership with the Minnesota Humanities Center, to coordinate the 2013 Power of Unity Cultural Relations Summit. The three day summit was designed to give the Council of Black Minnesotans an opportunity to assume a leadership role in our community. The elements included A World Café and Town Hall meetings, and created space for information discussions as well as opportunities to meet others from the full African Diaspora. The Summit helped celebrate African and African American cultural traditions and helped attendees develop their sense of unity by making cultural connections with one another. We developed a video documentary on the contributions of Minnesotans of African descent to discover cultural traditions and enhance cultural relations. The Documentary can be viewed at <http://mn.gov/cobm/documentary.html>.

#### **The Governor's Statewide Celebration of the Dr. Reverend Martin Luther King Holiday**

The council once again provided staffing at the request of the Governor Mark Dayton's Commission on the MLK Celebration and assisted with coordinating MLK activities. The event was highlighted by the showing of the President Barack Obama's Swearing in Ceremony, a community meal, a keynote address by Kevin Lindsay the Commissioner of the Department of Human Rights, artist performances, the annual

# Moving Beyond Tolerance to Allophilic

commemorative march and honoring of individuals with a Martin Luther King Award for their work in communities throughout Minnesota. Pictures and the commemorative program of the MLK event can be seen at <http://mn.gov/cobm/mlk-day-celebration.html>

## The Council Web Based Event Page

In addition to the aforementioned activities to provide recognition for the accomplishment of Minnesotans of African heritage, the Council created a web based event page that regularly publishes the work on Minnesotans of African heritage and others. The event page gives Minnesotans the opportunity to gain current time insight about the great work in the Minnesotans of African descent community that contributes to Minnesota's great quality of life. The event page can be viewed at <http://councilonblackminnesotans.com/>



2013 MLK Award Winners

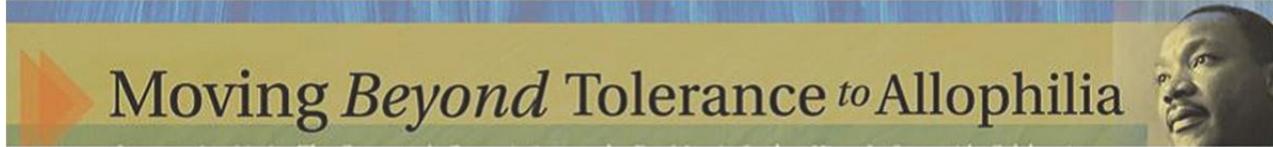
## Legislative Mandate: Implement programs designed to solve problems of Black people when authorized by other statute, rule, or order

The Council is often authorized in state statutes to assist various departments with developing strategies to improve their service delivery and ensure all Minnesotan's needs are met through state services. In this reporting year the council participated in the following efforts as mandated in statute:

### Outcome Progress Department of Human Services

- Child Welfare – North Star Initiative

North Star Care for Children is a plan to help children who have spent far too much time in foster care become part of permanent families. The state will invest \$2.57 million in North Star Care for Children to support permanency through adoption or legal guardianship by a relative for children beginning January 1, 2015. Currently, the financial incentives across three programs that provide care for children that are wards of the state are inconsistent, with family foster care – a temporary setting – typically providing higher levels of financial support than Adoption Assistance for adoptive families or Relative Custody Assistance for caregivers who offer permanent homes for children. Under North Star Care for Children, those in foster families, adopted families and relative families will receive the same benefit. As of January



## Moving *Beyond* Tolerance *to* Allophilic

2015, the department estimates 2,003 children will receive Relative Custody Assistance and 6,418 children will receive Adoption Assistance. During 2011 - 7,679 children were in family foster care.

- Federal TANF/MFIP Wavier Task Force

The Minnesota's TANF Waiver proposal if approved will transform a system focused on process and constrained by a limited set of activities with rigid hourly requirements from program participants to a system focused on results. It will redefine service delivery focus to allow more customization of services, to redirect frontline worker time from paperwork to direct service and to encourage the hiring and retention of workers with the skills to do quality job coaching, job development and job counseling. It will implement a service model that targets the intensity of service to the participant's circumstances, so that limited resources can be deployed where they most change outcomes.

- Cultural and Ethnic Communities Leadership Council to Develop Strategies that Reduce Disparities

The purpose of the council is to advise the commissioner of human services on reducing disparities that affect racial and ethnic groups within DHS programs. The legislature created the Cultural and Ethnic Communities Leadership Council during the 2013 session. In February 2014, the Council must submit a report to chairs and ranking minority members of the Health and Human Services committees of the Legislature.

### **Department of Health**

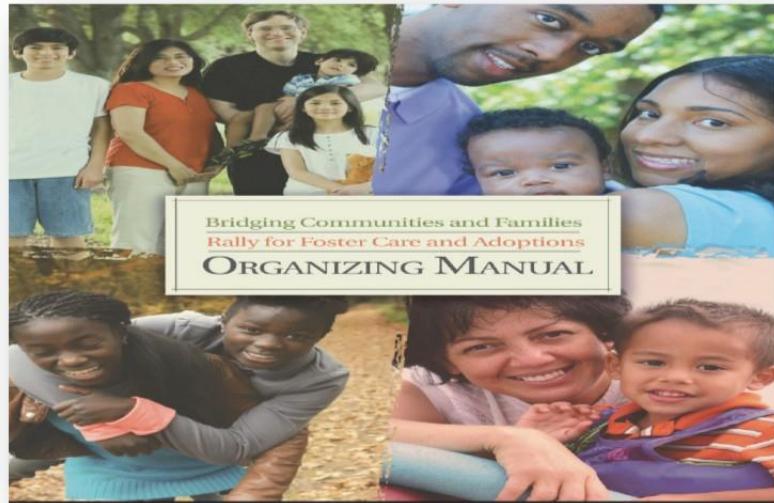
- The Council is an Ex-official member for the Office of Minority and Multicultural Health (OMMH) Advisory Committee which provides a forum for discussion and advice to the Commissioner of Health focused on improving the health status of populations of color and American Indians in the state of Minnesota. It serves to further the purpose of OMMH, which provides leadership within the Minnesota Department of Health to strengthen the health and wellness of Minnesota's communities by engaging populations of color and American Indians in actions essential to eliminate health disparities.

**Legislative Mandate:** Review data provided by the commissioner of human services under section 260C.215, subdivision 5, and present recommendations on the out-of-home placement of Black children.

### **Rally for Adoption and Foster Care**

According to the Minnesota Department of Human Services' 2012 data, there were approximately 2,461 African American children in foster care at some time in 2012 and 183 waiting for adoption on 12/31/2012. While African American children are only 8% of the Minnesota population, they represented 21.5% of children in foster care and 26.3% of children waiting for adoption. These children are the future of Minnesota's African American community and need safe, stable homes representative of their culture in order to mature into self-sufficient, productive and contributing members of our communities. They are loved by their non-African American parents or caregivers, but they frequently lack the cultural connections needed to develop successfully. African American children placed in non-African American foster/adoptive homes frequently experience confusion about their racial/ethnic identity, lack the opportunity to participate in African American cultural events and see themselves as "different" and "less than" others.

# Moving Beyond Tolerance to Allophilic



To respond to this growing crisis the Council worked with others to develop a project called, “the Rally for Adoption and Foster Care” project. The goal of the Rally is to increase the number of African American foster and adoptive homes. This will be accomplished by holding Rallies throughout the Twin Cities area initially and statewide as the project approach is perfected. The Rally is modeled after a proven, grassroots approach that was successful in mobilizing the African American community around affordable health care. This approach utilizes the identified infrastructure within the African American community: faith-based organizations, community organizations such as human services agencies, district councils, etc., and professional organizations such as the Black Chamber of Commerce, Black Social Workers Association, Black Nurses Association, etc. The approach utilizes the resources of these organizations -- both people and finances -- to organize and hold the rallies. Its grassroots approach includes door knocking in the neighborhoods the rallies will be held in and personally inviting residents to attend the rally. The rally includes family activities so it is a family event that maximizes the resources of the African American community. Faith-based, community and professional organizations will be recruited and trained to organize and conduct Rallies for Foster Care and Adoption. Each recruited organization will in turn recruit members to plan and implement the rallies. The project plans on holding 15 rallies during an 18 month period with the recruitment goal of 20% of all attendees deciding to begin the licensing process to become a foster/adoptive home.

The project will utilize the organizing manual "Bridging Community and Families: Rally for Foster Care and Adoptions" prepared by the COBM, Ramsey County's Permanent Families Recruitment Project and Anu Family Services, a private foster care licensing agency (see manual at <http://mn.gov/cobm/research-publications.html>).

## Status of the Rally for Foster Care and Adoption Project

The Council estimates the total project will cost \$100,000 annually and committed \$25,000 of its appropriations to support the project. We also submitted a grant request (\$50,000) to the Minnesota Bush Foundation in partnership with Ramsey County. The request was not granted. We also made formal request to Ramsey County and Hennepin County with both requests being denied. We are currently working with Minnesota's Department of Human Services - Child Safety and Permanency Division to find ways to fund the projects. The Council will continue to seek other ways to fund the project.

# Moving *Beyond* Tolerance to Allophilic

**Legislative Mandate:** Review of grant applications by a state department or agency for the receipt of federal funds



## Minnesota Department of Human Services TANF Waiver Advisory Work Group

The Council is supporting the development of Minnesota's TANF Waiver proposal. The proposal, if approved, will transform a system focused on process and constrained by a limited set of activities with rigid hourly requirements from program participants to a system focused on results. It will redefine service delivery focus to allow more customization of services, to redirect frontline worker's time from paperwork to direct services and encourage the hiring and retention of workers with the skills to do quality job coaching, job development and job counseling. It will implement a service model that targets the intensity of service to the participant's circumstances, so that limited resources can be deployed where they most change outcomes. Minnesota's goals for all TANF recipients are the same: employment. Achieving that goal requires different strategies and different services that respond to the different circumstances. The ability to individualize and customize services is the core change Minnesota wants to realize in its employment services. In addition the shift from a focus on process to a focus on results would require a different complement of skills in employment service staff across Minnesota. Frontline staff would spend more time for direct services and some positions currently fully devoted to tracking activities, hours and documentation could be recaptured for employment counseling and support activities.

## The Minnesota Interagency Council on Homelessness

The Council is working with the Minnesota Interagency Council on Homelessness (MIC) to identify actions that will make the biggest impact on preventing and ending homelessness for Minnesota families and individuals over the next two years. MIC has developed the following goals to achieve improvement in the state's approach to preventing and ending homelessness:

- Increased investments in affordable housing and rental assistance, and create new supportive housing opportunities for the most vulnerable families and individuals.
- Engage in an evaluation of current workforce training and employment programs, identify and address common risk factors of job seekers and increase identification, outreach and engagement with students who are experiencing homelessness while pursuing higher education to increase the likelihood of graduation.
- Identify and assess publicly-funded income, health and social services that could prevent and end homelessness for families and individuals.
- Improve the transitions of young people from foster care, juvenile corrections, or other systems with the goal of ensuring long-term stability.



# Moving Beyond Tolerance to Allophilic



- Work with local school districts to maximize the identification, and connection to services, of homeless and highly mobile students.
- Finish the job by ending homelessness for Veterans on a Veteran-by-Veteran basis.
- Maximize the use of health care funding and services to promote housing stability and improve the health status of people experiencing homelessness.
- Partnership with culturally specific communities, including Tribal Nations to improve housing stability in communities disproportionately impacted by homelessness.
- Work with local communities throughout Minnesota to develop a coordinated assessment process and tool.
- Work with local corrections agencies and community providers to ensure stable housing and increase the effectiveness of existing interventions.
- Create an Ending Homelessness dashboard that is updated regularly and linked to the Governor's dashboard and this plan.

## **Minnesota Department of Health Children & Youth with Special Health Needs/Minnesota Autism/Developmental Disabilities Systems Improvement Project**

The Council assisted with mobilizing members of our community to provide insight from the east African perspective that would aide in the writing of this Minnesota Autism/Developmental Disabilities Systems Improvement Project federal grant. The overall purpose of the grant was to develop a project that would implement a statewide plan to improve systems of care for children with Autism Spectrum Disorder (ASD) and other developmental disabilities.

In the last 15 years, there has been a large increase in the population of immigrants in Minnesota (primarily Hispanic, Hmong, and East African families), and the state has not yet developed a full understanding of how these communities perceive health, make health decisions related to screening and assessment, and then choose treatment or educational services for their children. Evidence also shows that the provider community lacks certain tools needed to ensure cultural responsiveness to the needs of increasingly diverse communities.

The project would increase the number of children with ASD's ability to get evidence-based diagnosis and an increase in the number of children with ASD being linked to community services. The goals of the grant were to:

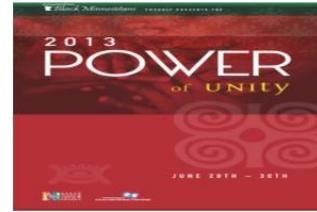
- Strengthen Minnesota's infrastructure serving children with ASD and other developmental disabilities.
- Improve parents, health care home providers and the general community awareness of the signs and systems of ASD/DD and available resources.
- Improve access to family-centered, coordinated, comprehensive care for ASD/DD through health care homes that are part of an integrated, community-based system of services that includes effective early, periodic and continuous screening to identify needs and link children and families to services and resources.
- Improve data collection related to the identification and care of children and youth with ASDs for use by decision makers.

# Moving *Beyond* Tolerance *to* Allophilic

**Legislative Mandate:** The council contract in its own name



Minnesota  
Humanities  
Center

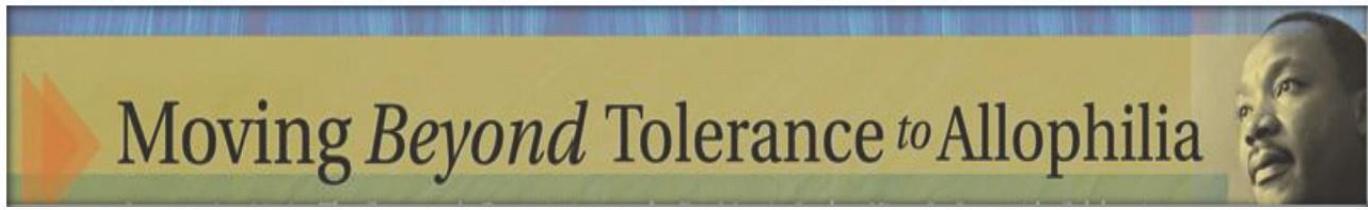


## Council on Black Minnesotans Power of Unity 2013 Cultural Relations Summit

The 2013 Power of Unity Summit was designed to give the Council of Black Minnesotans an opportunity to assume a leadership role in our community. The elements included A World Café and Town Hall meetings, and created space for information discussion as well as opportunities to meet others from the full African Diaspora. The Summit helped celebrate African and African American cultural traditions and helped attendees develop their sense of unity by making cultural connections with one another. The Council on Black Minnesotans received a \$100,000 Minnesota Legacy Grant, in partnership with the Minnesota Humanities Center, to coordinate the 2013 Minnesotans of African Descent Power of Unity Summit.

### Outcome

The Summit was a huge success, attracting over 200 people on Friday and Saturday and over 400 people on Sunday, for a total of almost 1,000 people from key African cultural groups, of all ages and socio economic groups. The Summit invited new thinking, dialogue, and healthy exchange. Beginning with an examination of the historical and current challenges of African descendants and emphasizing African unanimity between the continent and the diaspora, and ending with a Soul Picnic, performing artists and living networks, our participants were given a forum for a collaborative dialog with a diverse audience of young and old, from Nigeria, Chicago, Minnesota, Tanzania and Ethiopia and Egan. A documentary was produced and will leave a legacy for generations to come. The significance of the progress deployed was to meticulously capture the community at large through the interviews of over 70 distinguished people who told the stories of the historic neighborhoods, noted leaders and significant events. The new Council on Black Minnesotans web portal was presented to help Black Minnesotans to find events and organizations catering to our community and serve as a tool to mobilize, inform and engage with African heritage people living in Minnesota.



## APPENDICES

The appendix documents can be found at <http://mn.gov/cobm/>

Moving COBM Forward: 2012-2013 Assessment Work Plan Details  
Board Retreat Agenda and Materials  
2012 Biennial Report," November 2012  
Minnesota Statute Chapter 10 - Section 38 Report  
Disparity Analysis: A review of disparities between White Minnesotans and other racial groups  
Black Capital in Minnesota Report  
Disparities and Policies Survey 2013: Final Report  
Report on Phases I and II of 2012 Legacy Listening Tour  
Rally for Adoption and Foster Care  
MMB Internal Control Review  
Strategic Doing Plan  
Social Media Strategic Plan  
FBM Interagency Agreement/Annual Plan  
Staff Work Plans  
Proposal for Rochester Committee  
Black Capital Report  
About Black Minnesota Report  
Department of Human Resources Affirmative Action Integration Chart  
Economic Development Power Point  
Legislative Recommendations 2013  
Legislative Briefs 2013  
COBM Constitutional Amendment Bill  
COBM Human Rights Enforcement Expansion Bill  
COBM Housing Bill  
COBM Education Bill  
COBM Economic Development Bill  
COBM Expansion 3.9225 Bill  
COBM Child Violence Prevention Bill  
Rochester Meeting flyer  
Mankato Meeting flyer  
Power of Unity Summit Program  
2013 MLK Celebration Legislative Discussion Agenda  
2013 MLK Celebration Program  
Day on the Hill Flyer  
COBM Retreat Materials  
Open House Flyer  
2014 Legislation Development Discussion Agenda  
2014 Legislation Development Discussion Notes

# Moving Beyond Tolerance to Allophilia

## COBM Financial Report

### REVENUE/EXPENDITURES FY 2012-2013

<b>COBM Revenue Sources</b>	<b>Amount</b>
General Fund Appropriation FY13	\$292,000.00
Carry Forward from FY12 Appropriation	\$21,431.00
MLK	\$5,000
Blue Cross Grant	\$12,878.00
Gift Account	\$310.00
<b>Total Revenue</b>	<b>\$331,619.00</b>
<b>General Fund Expenditure Line Items</b>	
Full Time Salaries	\$122,537.00
Part Time Seasonal Labor Service	49,526.00
Overtime and Premium Pay	461.00
Other Employee Cost	45,416.00
Expense Budget Closing Payroll	0.00
Space Rental and Utilities	24,580.00
Printing and Advertising	4232.00
Prof Tech Services Outside Vendors	20,626.00
Communications	24.00
Travel Sub In State Board	4,933.00
State Agency Prof Tech Service	0
Supplies	4,189.00
Equipment Capital Leases	2,396.00
Repairs to Equip & Furniture	660.00
Other Operating Costs	14,068.00
Equipment Non Capital	9,736.00
Expense Budget Closing Non Payment	0
<b>Total</b>	<b>\$303,373.00</b>
<b>MLK Expenditure Line Items</b>	
Space Rental and Utilities	629.00
Printing and Advertising	301.00
Prof Tech Serv Outside Vend	1,880.00
Supplies	1,341.00
Equipment Capital Leases	30.00
Other Operating Costs	820.00
<b>Total</b>	<b>\$5001.00</b>
<b>COBM IT</b>	
IT Prof Tech Outside Vendor	0
Computer and Systems Services	889.00
Communications	5,410.00
IT St Agcy Prof Tech Serv	0
Equipment Capital Leases	0
Repairs to Equip & Furn	0
Expen Budget Closing Non-Pay	0
<b>Total</b>	<b>\$6299.00</b>
<b>Blue Cross Grant CY2011</b>	
Other Operating Costs	12,878.00
<b>Total</b>	<b>\$12,878.00</b>
<b>Grand Total</b>	<b>\$327,551.00</b>
<b>Revenue/Expenditure +(-)</b>	\$4068.00
<b>Return to General Fund FY13</b>	\$4068.00

**Note:** The receipts and expenditure data for the 2012-2013 annuals are based on unaudited figures received from the Office of Fiscal Services of the Department of Administration, which provides administrative services to the Council as required under Minn. Stats. Section - 3.9225, subd. 5.

# Moving Beyond Tolerance to Allophilia

## Minnesota Statutes -3.9225 Council on Black Minnesotans

### Subdivision 1 Creation

A State Council on Black Minnesotans consists of 13 members appointed by the governor. The members of the council must be broadly representative of the Black community of the state and include at least five males and at least five females. One member of the council must be a person whose ethnic heritage is from West Africa, and one member of the council must be a person whose ethnic heritage is from East Africa. Membership terms, compensation, removal of members, and filling of vacancies for non-legislative members are as provided in section 15.0575. Because the council performs functions that are not purely advisory, the council is not subject to the expiration date in section 15.059. Two members of the house of representatives appointed by the speaker and two members of the senate appointed by the Subcommittee on Committees of the Committee on Rules and Administration shall serve as nonvoting members of the council. The council shall annually elect from its membership a chair and other officers it deems necessary.

### Subd. 2. Definitions.

For the purpose of this section:

- (1) "Black" describes persons who consider themselves as having origin in any of the Black racial groups of Africa
- (2) "East Africa" means the eastern region of the continent of Africa, comprising areas occupied by the countries of Burundi, Kenya, Rwanda, Tanzania, Uganda, and Somalia; and
- (3) "West Africa" means the western region of the continent of Africa comprising areas occupied by the countries of Mauritania, Senegal, The Gambia, Guinea-Bissau, Guinea, Sierra Leone, Liberia, Cote d'Ivoire, Ghana, Togo, Benin, Nigeria, Burkina Faso, and those parts of Mali and Niger south of the Sahara.

### Subd. 3. Duties.

The council shall:

- (a) advise the governor and the legislature on the nature of the issues confronting Black people in this state;
- (b) advise the governor and the legislature on statutes or rules necessary to ensure that Black people have access to benefits and services provided to people in this state;
- (c) recommend to the governor and the legislature any revisions in the state's affirmative action program and other steps that are necessary to eliminate underutilization of Blacks in the state's work force;
- (d) recommend to the governor and the legislature legislation to improve the economic and social condition of Black people in this state;
- (e) serve as a conduit to state government for organizations of Black people in the state;
- (f) serve as a referral agency to assist Black people to secure access to state agencies and programs;
- (g) serve as a liaison with the federal government, local government units, and private organizations on matters relating to the Black people of this state;
- (h) perform or contract for the performance of studies designed to suggest solutions to problems of Black people in the areas of education, employment, human rights, health, housing, social welfare, and other related areas;
- (i) implement programs designed to solve problems of Black people when authorized by other statute, rule, or order;

# Moving Beyond Tolerance to Allophilia

- (j) review data provided by the commissioner of human services under section 260C.215, subdivision 5, and present recommendations on the out-of-home placement of Black children. Recommendations must be presented to the commissioner and the legislature by February 1, 1990; November 1, 1990; and November 1 of each year thereafter; and publicize the accomplishments of Black people and their contributions to this state.
- (k)

## Subd. 4. Review of grant applications.

All applications by a state department or agency for the receipt of federal funds which will have their primary effect on Black Minnesotans shall be submitted to the council for review and recommendation at least 30 days before submission to a federal agency.

## Subd. 5. Powers.

- (a) The council may contract in its own name, but no money shall be accepted or received as a loan nor indebtedness incurred except as otherwise provided by law. Contracts shall be approved by a majority of the members of the council and executed by the chair and the executive director. The council may apply for, receive, and expend in its own name grants and gifts of money consistent with the power and duties specified in subdivisions 1 to 7.
- (b) The council may solicit and accept payments for advertising, use of exhibition space, or commemorative videos or other items in connection with publications, events, media productions, and informational programs that are sponsored by the council. These revenues must be deposited in an account in the special revenue fund and are appropriated to the council to defray costs of publications, events, media productions, or informational programs consistent with the powers and duties specified in subdivisions 1 to 7. The council may not publish advertising or provide exhibition space for any elected official or candidate for elective office. The council must report by January 15 each year to the chairs and ranking minority members of the house of representatives and senate funding divisions with jurisdiction over the council on the amount and source of each payment received under this paragraph in the prior fiscal year.
- (c) The council shall appoint an executive director who is experienced in administrative activities and familiar with the problems and needs of Black people. The council may delegate to the executive director powers and duties under subdivisions 1 to 7 which do not require council approval. The executive director serves in the unclassified service and may be removed at any time by the council. The executive director shall recommend to the council, and the council may appoint the appropriate staff necessary to carry out its duties. Staff members serve in the unclassified service. The commissioner of administration shall provide the council with necessary administrative services.

## Subd. 6. State agency assistance.

Other state agencies shall supply the council upon request with advisory staff services on matters relating to the jurisdiction of the council. The council shall cooperate and coordinate its activities with other state agencies to the highest possible degree.

## Subd. 7. Report.

The council shall prepare and distribute a report to the governor and legislature by November 15 of each even-numbered year. The report shall summarize the activities of the council since its last report, list receipts and expenditures, identify the major problems and issues confronting Black people, and list the specific objectives which the council seeks to attain during the next biennium.